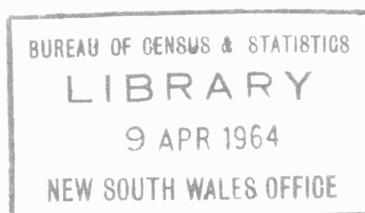


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# WAGE RATES AND EARNINGS



## DECEMBER, 1963

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS, CANBERRA  
AUSTRALIA





COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

WAGE RATES AND EARNINGS : DECEMBER, 1963

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## I. MINIMUM WAGE RATES

This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100.

2. The minimum wage is the lowest rate payable for a particular occupation, and for most occupations it comprises the basic wage (see page 12) and "secondary" wage payments, i.e. additional amounts such as margins for skill, etc., and loadings of various kinds. In the majority of cases such rates are prescribed in awards or determinations of Commonwealth or State industrial authorities or in agreements registered with them.
3. The Minimum Wage Rate Index is based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April, 1954, which showed the number of employees covered by individual awards, determinations and agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November, 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.
4. The minimum wage rates used in the index are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each period commencing with 31st March, 1939, for adult males and 31st March, 1951, for adult females. The index for adult males includes rates for 3,424 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,322. For adult females the corresponding numbers are 1,103 and 518. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industrial group for each State and Australia. Because of coverage difficulties the rural industry is not included in the index.
5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", these awards, etc. which relate solely or mainly to salary-earners are excluded.
6. In ascertaining from awards, etc., the wage rates for representative occupations, it was found in some cases that an occupation selected as representative in the base year (1954) did not exist in earlier years. In such cases another occupation with the same marginal rate of wage was chosen from the same award and variations in the wage rates for this occupation were taken to be representative for the earlier period.
7. Since 1954 the industrial structure in Australia, and particularly in some States, has been undergoing a degree of change which over a period is likely to have some effects on the index. Generally the effect of new or expanding industries on the index is not significant, because occupations in such industries can usually be covered by existing awards, and the wage rates for the new occupations conform very closely to those for existing occupations. Occasionally, however, an entirely new award is made to cover a new industry, and in such cases occupations from the new award are introduced into the index whenever such action is warranted by the number of employees in the industry. By these means it has been possible for the occupations in the index to be kept, as nearly as may be, continuously representative and for a high degree of comparability to be preserved over a long period.

8. Weighted averages of the components of the total minimum weekly wage rate, i.e. basic wage, margin and loading, are calculated separately for adult male employees covered by Commonwealth awards, etc., and for those covered by State awards, etc. Relevant definitions are as follows: -

"Commonwealth awards, etc." include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

"Basic wage" rates are weighted averages of the weekly rates prescribed in awards, etc., for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates have generally been used. However, there are a number of occupations for which basic wage rates other than the metropolitan rate are prescribed. Also in some States at various times, State Government employees under Commonwealth awards have been paid State basic wage rates, and the basic wage rates of some employees have been subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables herein. For these and other reasons, the weighted average basic wage rates shown in the tables in this section differ, in the majority of cases, from the metropolitan basic wage rates shown in Section II.

"Margins" are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness or other like factors.

"Loadings" include industry loadings and other general loadings prescribed in awards, etc. for the occupations included in the index.

9. The proportion of employees covered by Commonwealth and State awards, etc., varies considerably as between States. In addition, the proportions of employees engaged in the respective industries differ from State to State. As a result there are relatively wide differences between the weighted average amounts of margins and loadings in the several States.

10. The wage rates shown in the tables in this section should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. Neither the wage rates nor the corresponding index numbers measure the relative level of minimum wages as between States.

11. Minimum weekly wage rates for adult males should not be compared with average weekly earnings per employed male unit, shown in Section III, because the latter include not only the earnings of adult wage-earners but also those of all salaried employees, junior wage-earners and part-time and casual employees.

12. Wage rates and index numbers for adult males are available as at the end of each quarter from 31st March, 1939 to 31st December, 1956 and as at the end of each month from 31st January, 1957. Particulars for adult females are compiled quarterly and are available from 31st March, 1951. For details of wage rates and index numbers from 1939 reference should be made to the following Statistical Bulletins:-

S.B. 123 - Minimum Weekly Wage Rates, 1939 to 1959.

S.B. 124 - Minimum Weekly Wage Rates, January, 1960 to June, 1962 (containing final figures for the period January to December, 1960).

S.B. 354 - Minimum Wage Rates, January, 1961 to June, 1963.

NOTE:- Figures for April, 1963 and subsequent months are subject to revision because some changes in margins, not yet determined, may be retrospective.

TABLE 1. - MINIMUM WEEKLY WAGE RATES : ADULT MALES

INDUSTRIAL GROUPS, 31ST DECEMBER, 1963(a) (d)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Mining and Quarrying (b)	464 8	369 4	448 8	360 6	403 0	376 8	438 9
Manufacturing -							
Engineering, Metals, Vehicles, etc.	370 10	367 0	370 0	365 3	376 6	380 1	369 5
Textiles, Clothing and Footwear	363 0	357 8	359 4	346 9	363 11	351 5	359 1
Food, Drink and Tobacco	370 7	381 9	362 8	354 2	375 2	365 5	371 3
Sawmilling, Furniture, etc.	375 6	357 0	353 1	360 10	364 6	361 3	363 11
Paper, Printing, etc.	394 3	407 7	407 6	387 8	428 11	375 4	399 6
Other Manufacturing	373 10	363 7	354 0	359 9	364 0	364 5	366 10
All Manufacturing Groups	372 6	368 11	365 2	363 0	373 7	370 6	369 8
Building and Construction	390 5	385 10	356 5	368 0	374 9	371 9	379 2
Railway Services	382 10	344 4	376 1	354 5	356 0	372 10	367 3
Road and Air Transport	385 9	364 11	345 8	353 4	375 1	365 4	370 8
Shipping and Stevedoring	371 1	369 7	365 1	367 1	364 6	366 4	368 6
Communication	413 10	410 9	408 9	408 10	409 4	407 3	411 3
Wholesale and Retail Trade	379 9	377 8	371 1	361 3	376 11	375 9	376 0
Public Authority (n.e.i.) and Community and Business Services	378 0	361 4	363 1	349 10	357 1	383 4	366 10
Amusement, Hotels, Personal Service, etc.	363 10	345 4	350 7	345 9	356 7	353 3	354 4
All Industrial Groups (c)	382 2	371 5	369 10	363 6	374 10	372 6	375 0

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	164.5	130.8	158.9	127.6	142.7	133.4	155.4
Manufacturing -							
Engineering, Metals, Vehicles, etc.	131.3	129.9	131.0	129.3	133.3	134.6	130.8
Textiles, Clothing and Footwear	128.5	126.6	127.2	122.8	128.9	124.4	127.1
Food, Drink and Tobacco	131.2	135.2	128.4	125.4	132.8	129.4	131.5
Sawmilling, Furniture, etc.	133.0	126.4	125.0	127.8	129.1	127.9	128.9
Paper, Printing, etc.	139.6	144.3	144.3	137.3	151.9	132.9	141.5
Other Manufacturing	132.4	128.7	125.3	127.4	128.9	129.0	129.9
All Manufacturing Groups	131.9	130.6	129.3	128.5	132.3	131.2	130.9
Building and Construction	138.2	136.6	126.2	130.3	132.7	131.6	134.3
Railway Services	135.6	121.9	133.2	125.5	126.1	132.0	130.0
Road and Air Transport	136.6	129.2	122.4	125.1	132.8	129.4	131.2
Shipping and Stevedoring	131.4	130.9	129.3	130.0	129.1	129.7	130.5
Communication	146.5	145.4	144.7	144.8	144.9	144.2	145.6
Wholesale and Retail Trade	134.5	133.7	131.4	127.9	133.5	133.0	133.1
Public Authority (n.e.i.) and Community and Business Services	133.8	127.9	128.6	123.9	126.4	135.7	129.9
Amusement, Hotels, Personal Service, etc.	128.8	122.3	124.1	122.4	126.3	125.1	125.5
All Industrial Groups (c)	135.3	131.5	131.0	128.7	132.7	131.9	132.8

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.  
 (c) Excludes rural. (d) See NOTE at foot of page 4.



TABLE 2. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a) (b)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations, etc., and index numbers of wage rates.

At end of -		N.S.W.		Vic.		Qld.		S.A.		W.A.		Tas.		Aust.	
RATES OF WAGE															
		s. d.		s. d.		s. d.		s. d.		s. d.		s. d.		s. d.	
December -															
1939		100	1	97	1	99	5	94	1	100	6	92	2	98	4
1945		122	6	121	1	118	1	116	0	120	4	115	7	120	7
1950		206	2	201	9	195	2	197	11	200	7	198	0	202	0
1955		305	3	295	7	283	6	285	0	300	1	293	7	297	0
1958		329	3	319	8	317	10	312	5	324	0	323	7	322	11
1959		350	3	344	2	334	4	339	11	340	9	347	1	344	8
1960		362	10	349	11	350	8	342	2	358	1	351	6	355	0
1961		373	5	362	2	359	10	354	7	363	9	362	8	365	9
1962		373	7	363	7	359	8	356	6	365	8	364	7	366	6
1963 -	January	373	8	363	8	359	9	356	7	365	8	364	10	366	7
	February	374	4	363	8	359	9	356	8	365	8	364	10	366	11
	March	374	5	363	9	360	0	356	9	365	8	364	10	367	0
	April	377	2	366	9	360	10	360	4	367	3	367	5	369	6
	May	379	10	368	0	363	4	362	1	368	0	368	8	371	6
	June	380	0	368	10	366	3	362	4	369	3	369	2	372	4
	July	380	3	370	5	368	6	362	9	371	8	371	4	373	5
	August	381	0	370	7	369	2	362	10	373	4	371	8	374	0
	September	381	2	371	0	369	2	363	0	373	7	371	9	374	3
	October	381	8	371	3	369	4	363	4	374	4	372	2	374	7
	November	381	10	371	3	369	9	363	6	374	6	372	2	374	9
	December	382	2	371	5	369	10	363	6	374	10	372	6	375	0
INDEX NUMBERS															
(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)															
December -															
1939		35.4	34.4	35.2	33.3	35.6	32.6	34.8							
1945		43.4	42.9	41.8	41.1	42.6	40.9	42.7							
1950		73.0	71.4	69.1	70.1	71.0	70.1	71.5							
1955		108.1	104.7	100.4	100.9	106.3	104.0	105.2							
1958		116.6	113.2	112.5	110.6	114.7	114.6	114.3							
1959		124.0	121.9	118.4	120.4	120.7	122.9	122.0							
1960		128.5	123.9	124.2	121.2	126.8	124.5	125.7							
1961		132.2	128.2	127.4	125.6	128.8	128.4	129.5							
1962		132.3	128.7	127.4	126.2	129.5	129.1	129.8							
1963 -	January	132.3	128.8	127.4	126.3	129.5	129.2	129.8							
	February	132.5	128.8	127.4	126.3	129.5	129.2	129.9							
	March	132.6	128.8	127.5	126.3	129.5	129.2	129.9							
	April	133.5	129.9	127.8	127.6	130.0	130.1	130.8							
	May	134.5	130.3	128.6	128.2	130.3	130.5	131.5							
	June	134.6	130.6	129.7	128.3	130.7	130.7	131.8							
	July	134.6	131.2	130.5	128.4	131.6	131.5	132.2							
	August	134.9	131.2	130.7	128.5	132.2	131.6	132.4							
	September	135.0	131.4	130.7	128.5	132.3	131.6	132.5							
	October	135.1	131.5	130.8	128.6	132.5	131.8	132.6							
	November	135.2	131.5	130.9	128.7	132.6	131.8	132.7							
	December	135.3	131.5	131.0	128.7	132.7	131.9	132.8							

(a) Excludes rural. See paragraph 10, page 4. (b) See NOTE at foot of page 4.

TABLE 3. - MINIMUM WEEKLY WAGE RATES : ADULT MALES (a)

## COMPONENTS OF TOTAL WAGE RATE, 31ST DECEMBER, 1963 (α)

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

State	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.
N.S.W.	295 3	80 3	5 7	381 1	302 10	72 10	7 10	383 6	298 10	76 8	6 8	382 2
Vic.	287 5	74 6	3 8	365 7	287 9	89 5	7 4	384 6	287 6	79 2	4 9	371 5
Qld.	279 5	88 1	5 4	372 10	286 11	76 9	5 5	369 1	285 5	79 1	5 4	369 10
S.A.	283 6	81 6	2 9	367 9	283 1	62 4	8 6	353 11	283 5	75 7	4 6	363 6
W.A.	288 5	97 10	2 10	389 1	300 11	67 3	4 9	372 11	299 5	70 10	4 7	374 10
Tas.	293 4	71 2	3 4	367 10	294 2	75 11	9 7	379 8	293 8	73 0	5 10	372 6
Aust.	289 10	78 7	4 5	372 10	295 0	75 6	6 10	377 4	292 4	77 1	5 7	375 0

(a) Excludes rural. See paragraph 10, page 4. For definitions see pages 3 and 4.

(b) The basic wage rates shown are weighted averages, and therefore differ from the metropolitan rates shown in Section II. See explanation on page 4.

(c) See NOTE at foot of page 4.

TABLE 4. - MINIMUM WEEKLY WAGE RATES : ADULT MALES, AUSTRALIA (a)

## COMPONENTS OF TOTAL WAGE RATE (c)

Weighted averages of minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

At end of	Commonwealth Awards, etc.				State Awards, etc.				All Awards, etc.			
	Basic Wage (b)	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage	Basic Wage	Margin	Load-ing	Total Wage
	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.	s.d.
December												
1939	79 5	17 3	4	97 0	81 11	17 4	6	99 9	80 8	17 3	5	98 4
1945	97 3	19 4	4 1	120 8	98 1	20 0	2 5	120 6	97 8	19 8	3 3	120 7
1950	162 2	35 8	3 11	201 9	161 8	35 3	5 5	202 4	161 11	35 6	4 7	202 0
1955	239 0	52 8	2 4	294 0	244 8	50 6	5 0	300 2	241 10	51 7	3 7	297 0
1958	263 0	54 7	2 6	320 1	266 5	55 0	4 6	325 11	264 8	54 10	3 5	322 11
1959	277 2	69 2	3 0	349 4	275 8	59 6	4 8	339 10	276 5	64 5	3 10	344 8
1960	278 2	70 1	3 2	351 5	285 2	68 5	5 3	358 10	281 7	69 3	4 2	355 0
1961	289 9	70 8	3 6	363 11	293 5	68 11	5 3	367 7	291 6	69 10	4 5	365 9
1962	289 7	71 2	4 1	364 10	293 1	69 4	5 11	368 4	291 3	70 3	5 0	366 6
1963 -												
Jan.	289 7	71 2	4 1	364 10	293 1	69 5	6 0	368 6	291 3	70 3	5 1	366 7
Feb.	289 8	71 3	4 1	365 0	293 5	69 6	5 11	368 10	291 6	70 4	5 1	366 11
March	289 8	71 4	4 1	365 1	293 5	69 6	6 1	369 0	291 6	70 5	5 1	367 0
April	289 8	75 9	4 2	369 7	293 7	69 9	6 1	369 5	291 7	72 10	5 1	369 6
May	289 9	77 9	4 2	371 8	294 5	70 10	6 1	371 4	292 0	74 5	5 1	371 6
June	289 9	77 11	4 2	371 10	294 5	72 4	6 1	372 10	292 0	75 3	5 1	372 4
July	289 9	77 11	4 2	371 10	294 7	74 3	6 4	375 2	292 1	76 2	5 2	373 5
Aug.	289 10	77 11	4 2	371 11	295 0	74 7	6 9	376 4	292 4	76 4	5 4	374 0
Sept.	289 10	78 0	4 2	372 0	295 0	74 10	6 9	376 7	292 4	76 6	5 5	374 3
Oct.	289 10	78 4	4 2	372 4	295 0	75 3	6 9	377 0	292 4	76 10	5 5	374 7
Nov.	289 10	78 5	4 2	372 5	295 0	75 5	6 10	377 3	292 4	77 0	5 5	374 9
Dec.	289 10	78 7	4 5	372 10	295 0	75 6	6 10	377 4	292 4	77 1	5 7	375 0

NOTE. - For footnotes see Table 3 above.

TABLE 5. - MINIMUM HOURLY WAGE RATES : ADULT MALES

INDUSTRIAL GROUPS, 31ST DECEMBER, 1963 (a)(d)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
Mining and Quarrying (b)	141.45	110.80	134.60	108.15	124.70	113.00	133.22
Manufacturing -							
Engineering, Metals, Vehicles, etc.	111.25	110.10	111.00	109.58	112.95	114.02	110.83
Textiles, Clothing and Footwear	108.90	107.30	107.80	104.03	109.18	105.43	107.72
Food, Drink and Tobacco	111.34	114.53	108.80	106.25	112.55	109.63	111.43
Sawmilling, Furniture, etc.	112.65	107.10	105.92	108.25	109.35	108.38	109.18
Paper, Printing, etc.	118.28	122.46	122.25	116.30	131.27	112.60	120.00
Other Manufacturing	112.15	109.18	106.20	108.17	108.95	109.41	110.10
All Manufacturing Groups	111.78	110.70	109.55	108.95	112.13	111.15	110.93
Building and Construction	117.13	115.75	106.93	110.40	112.43	111.53	113.75
Railway Services	114.85	103.40	112.82	106.33	106.80	111.85	110.20
Road and Air Transport	115.73	109.48	103.70	106.00	112.52	109.60	111.20
Communication	124.15	123.23	122.63	123.92	122.80	123.44	123.53
Wholesale and Retail Trade	113.93	113.30	111.32	108.38	113.08	112.73	112.80
Public Authority (n.e.i.) and Community and Business Services	115.63	111.38	110.25	107.01	108.26	116.78	112.15
Amusement, Hotels, Personal Service, etc.	109.15	103.60	105.17	103.73	106.97	106.27	106.30
All Industrial Groups (c)	114.89	111.51	111.06	109.14	112.86	111.93	112.66

## INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Mining and Quarrying (b)	166.6	130.5	158.5	127.4	146.9	133.1	156.9
Manufacturing -							
Engineering, Metals, Vehicles, etc.	131.0	129.7	130.7	129.1	133.0	134.3	130.5
Textiles, Clothing and Footwear	128.3	126.4	127.0	122.5	128.6	124.2	126.9
Food, Drink and Tobacco	131.1	134.9	128.2	125.1	132.6	129.1	131.2
Sawmilling, Furniture, etc.	132.7	126.1	124.8	127.5	128.8	127.7	128.6
Paper, Printing, etc.	139.3	144.2	144.0	137.0	154.6	132.6	141.3
Other Manufacturing	132.1	128.6	125.1	127.4	128.3	128.9	129.7
All Manufacturing Groups	131.7	130.4	129.0	128.3	132.1	130.9	130.7
Building and Construction	138.0	136.3	125.9	130.0	132.4	131.4	134.0
Railway Services	135.3	121.8	132.9	125.2	125.8	131.7	129.8
Road and Air Transport	136.3	129.0	122.1	124.9	132.5	129.1	131.0
Communication	146.2	145.1	144.4	146.0	144.6	145.4	145.5
Wholesale and Retail Trade	134.2	133.5	131.1	127.7	133.2	132.8	132.9
Public Authority (n.e.i.) and Community and Business Services	136.2	131.2	129.9	126.0	127.5	137.6	132.1
Amusement, Hotels, Personal Service, etc.	128.6	122.0	123.9	122.2	126.0	125.2	125.2
All Industrial Groups (c)	135.3	131.3	130.8	128.6	132.9	131.8	132.7

(a) See paragraph 10, page 4. (b) For mining, the wage rates include lead bonuses, etc.

(c) Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (d) See NOTE at foot of page 4.



TABLE 6. - MINIMUM HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a) (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

At end of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE (Pence)							
December -							
1939	27.48	26.44	27.49	25.45	27.15	25.14	26.91
1945	33.64	33.05	32.63	31.72	32.83	31.71	33.05
1950	61.96	60.58	58.60	59.44	60.35	59.42	60.70
1955	91.89	88.87	85.22	85.68	90.50	88.45	89.36
1958	99.00	96.02	95.45	93.79	97.57	97.25	97.05
1959	105.28	103.35	100.35	102.08	102.56	104.38	103.55
1960	109.09	105.08	105.35	102.73	107.87	105.70	106.71
1961	112.29	108.76	108.05	106.46	109.53	109.03	109.91
1962	112.34	109.21	108.00	107.06	110.13	109.66	110.16
1963 - January	112.36	109.21	108.05	107.08	110.13	109.73	110.19
February	112.54	109.23	108.05	107.11	110.13	109.76	110.26
March	112.57	109.26	108.13	107.26	110.13	109.76	110.29
April	113.42	110.13	108.33	108.21	110.58	110.46	111.04
May	114.24	110.53	109.10	108.73	110.78	110.88	111.66
June	114.24	110.76	109.98	108.81	111.18	111.01	111.89
July	114.32	111.26	110.68	108.96	111.91	111.68	112.24
August	114.54	111.31	110.91	108.98	112.44	111.78	112.41
September	114.59	111.41	110.91	109.01	112.51	111.81	112.46
October	114.74	111.46	110.91	109.06	112.68	111.86	112.54
November	114.77	111.48	111.03	109.11	112.76	111.86	112.59
December	114.89	111.51	111.06	109.14	112.86	111.93	112.66

## INDEX NUMBERS

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

December -							
1939	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1958	116.6	113.1	112.4	110.5	114.9	114.5	114.3
1959	124.0	121.7	118.2	120.2	120.8	122.9	122.0
1960	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1961	132.3	128.1	127.3	125.4	129.0	128.4	129.5
1962	132.3	128.6	127.2	126.1	129.7	129.2	129.8
1963 - January	132.3	128.6	127.3	126.1	129.7	129.2	129.8
February	132.6	128.7	127.3	126.2	129.7	129.3	129.9
March	132.6	128.7	127.4	126.3	129.7	129.3	129.9
April	133.6	129.7	127.6	127.5	130.2	130.1	130.8
May	134.6	130.2	128.5	128.1	130.5	130.6	131.5
June	134.6	130.5	129.5	128.2	131.0	130.8	131.8
July	134.7	131.0	130.4	128.3	131.8	131.5	132.2
August	134.9	131.1	130.6	128.4	132.4	131.7	132.4
September	135.0	131.2	130.6	128.4	132.5	131.7	132.5
October	135.1	131.3	130.6	128.5	132.7	131.8	132.6
November	135.2	131.3	130.8	128.5	132.8	131.8	132.6
December	135.3	131.3	130.8	128.6	132.9	131.8	132.7

(a) See paragraph 10, page 4. Excludes rural, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available. (b) See NOTE at foot of page 4.

TABLE 7. - MINIMUM WEEKLY WAGE RATES : ADULT FEMALES

INDUSTRIAL GROUPS, 31ST DECEMBER, 1963 (a)(c)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Engineering, Metals, Vehicles, etc.	266 8	259 1	254 8	248 10	263 3	252 8	261 4
Textiles, Clothing and Footwear	254 7	251 4	254 0	253 6	258 1	245 4	252 11
Food, Drink and Tobacco	270 7	254 0	255 7	248 1	249 5	245 10	259 2
Other Manufacturing	265 6	257 3	261 11	248 5	258 9	247 9	260 11
All Manufacturing Groups	261 7	253 10	256 2	249 11	256 10	246 6	256 11
Transport and Communication	281 8	270 0	271 4	267 11	274 5	273 0	274 11
Wholesale and Retail Trade	296 9	276 2	267 1	262 0	269 9	251 1	280 8
Public Authority (n.e.i.) and Community and Business Services	288 11	269 11	261 10	260 1	259 5	280 2	275 5
Amusement, Hotels, Personal Service, etc.	263 9	250 10	253 1	241 5	277 2	248 3	258 3
All Industrial Groups (b)	274 6	260 7	261 4	255 0	266 5	251 10	266 2

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

Engineering, Metals, Vehicles, etc.	134.0	130.1	127.9	125.0	132.2	126.9	131.3
Textiles, Clothing and Footwear	127.9	126.2	127.6	127.3	129.6	123.2	127.0
Food, Drink and Tobacco	135.9	127.6	128.4	124.6	125.3	123.5	130.2
Other Manufacturing	133.4	129.2	131.6	124.8	130.0	124.4	131.1
All Manufacturing Groups	131.4	127.5	128.7	125.5	129.0	123.8	129.1
Transport and Communication	141.5	135.6	136.3	134.6	137.8	137.1	138.1
Wholesale and Retail Trade	149.1	138.7	134.2	131.6	135.5	126.1	141.0
Public Authority (n.e.i.) and Community and Business Services	145.1	135.6	131.5	130.6	130.3	140.7	138.3
Amusement, Hotels, Personal Service, etc.	132.5	126.0	127.1	121.3	139.2	124.7	129.7
All Industrial Groups (b)	137.9	130.9	131.3	128.1	133.8	126.5	133.7

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) See NOTE at foot of page 4.

TABLE 8. - MINIMUM WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)(b)

Weighted average minimum weekly rates payable for a full week's work (excluding over-time), as prescribed in awards, determinations, etc., and index numbers of wage rates.

At end of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1951 - December	172 4	172 2	161 2	170 3	162 6	165 7	170 4
1958 "	229 0	227 6	215 3	223 9	214 1	221 3	225 8
1959 "	249 3	241 3	229 8	239 2	224 1	234 3	242 2
1960 "	261 3	246 7	239 4	242 11	251 2	238 10	251 8
1961 "	269 2	256 7	255 6	252 0	256 7	248 3	261 2
1962 "	269 1	256 8	255 7	252 4	262 1	248 4	261 6
1963 - March	270 0	256 8	255 6	252 4	262 1	248 4	261 11
June	272 1	259 9	258 4	253 9	263 9	249 7	264 3
September	273 7	260 6	260 8	254 10	265 4	251 3	265 7
December	274 6	260 7	261 4	255 0	266 5	251 10	266 2

## INDEX NUMBERS

(Base : Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

1951 - December	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1958 "	115.0	114.3	108.1	112.4	107.5	111.1	113.4
1959 "	125.2	121.2	115.4	120.1	112.6	117.7	121.6
1960 "	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1961 "	135.2	128.9	128.3	126.6	128.9	124.7	131.2
1962 "	135.2	128.9	128.3	126.7	131.6	124.7	131.4
1963 - March	135.6	128.9	128.3	126.7	131.6	124.7	131.6
June	136.7	130.5	129.8	127.5	132.5	125.4	132.7
September	137.4	130.9	130.9	128.0	133.3	126.2	133.4
December	137.9	130.9	131.3	128.1	133.8	126.5	133.7

(a) See paragraph 10, page 4. Excludes rural; mining and quarrying; and building and construction. (b) See NOTE at foot of page 4.

**TABLE 9. - MINIMUM HOURLY WAGE RATES : ADULT FEMALES**  
**INDUSTRIAL GROUPS, 31ST DECEMBER, 1963 (a)(c)**

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industrial Group	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE (Pence)</b>							
Engineering, Metals, Vehicles, etc.	80.06	77.98	76.40	74.65	78.98	75.80	78.52
Textiles, Clothing and Footwear	76.47	75.40	76.20	76.05	77.42	73.60	75.91
Food, Drink and Tobacco	81.17	76.20	76.67	74.42	74.83	73.75	77.75
Other Manufacturing	80.07	77.29	78.58	74.79	77.63	74.33	78.53
All Manufacturing Groups	78.63	76.21	76.85	75.03	77.05	73.95	77.17
Transport and Communication	88.85	85.40	86.11	84.96	86.93	90.25	87.02
Wholesale and Retail Trade	90.04	82.85	80.12	78.60	80.93	75.32	84.58
Public Authority (n.e.i.) and Community and Business Services	90.08	82.52	80.07	79.64	78.93	89.18	84.90
Amusement, Hotels, Personal Service, etc.	80.33	75.36	76.10	72.70	83.32	75.53	78.14
All Industrial Groups (b)	83.33	78.55	78.99	76.94	80.37	76.39	80.52

**INDEX NUMBERS**

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

Engineering, Metals, Vehicles, etc.	133.0	129.5	126.9	124.0	131.2	125.9	130.4
Textiles, Clothing and Footwear	127.0	125.2	126.6	126.3	128.6	122.2	126.1
Food, Drink and Tobacco	134.8	126.6	127.3	123.6	124.3	122.5	129.1
Other Manufacturing	133.0	128.4	130.5	124.2	128.9	123.5	130.4
All Manufacturing Groups	130.6	126.6	127.6	124.6	128.0	122.8	128.2
Transport and Communication	147.6	141.8	143.0	141.1	144.4	149.9	144.5
Wholesale and Retail Trade	149.5	137.6	133.1	130.5	134.4	125.1	140.5
Public Authority (n.e.i.) and Community and Business Services	149.6	137.1	133.0	132.3	131.1	148.1	141.0
Amusement, Hotels, Personal Service, etc.	133.4	125.2	126.4	120.7	138.4	125.4	129.8
All Industrial Groups (b)	138.4	130.5	131.2	127.8	133.5	126.9	133.7

(a) See paragraph 10, page 4. (b) Excludes rural; mining and quarrying; and building and construction. (c) See NOTE at foot of page 4.

**TABLE 10. - MINIMUM HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)**

Weighted average minimum hourly rates payable and index numbers of hourly rates.

At end of -	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE (Pence)</b>							
1951 - December	52.30	51.90	48.72	51.37	49.02	50.23	51.51
1958 "	69.52	68.58	65.06	67.51	64.58	67.11	68.26
1959 "	75.66	72.72	69.42	72.17	67.57	71.06	73.26
1960 "	79.31	74.33	72.34	73.30	75.77	72.45	76.13
1961 "	81.71	77.34	77.23	76.04	77.40	75.30	79.00
1962 "	81.68	77.37	77.25	76.14	79.06	75.33	79.10
1963 - March	81.96	77.37	77.23	76.14	79.06	75.33	79.23
June	82.59	78.30	78.08	76.57	79.56	75.71	79.93
September	83.05	78.52	78.79	76.89	80.04	76.21	80.34
December	83.33	78.55	78.99	76.94	80.37	76.39	80.52

**INDEX NUMBERS**

(Base : Weighted Average Hourly Wage Rate, Australia, 1954 = 100)

1951 December	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1958 "	115.5	113.9	108.1	112.1	107.3	111.5	113.4
1959 "	125.7	120.8	115.3	119.9	112.2	118.0	121.7
1960 "	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961 "	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1962 "	135.7	128.5	128.3	126.5	131.3	125.1	131.4
1963 - March	136.1	128.5	128.3	126.5	131.3	125.1	131.6
June	137.2	130.0	129.7	127.2	132.1	125.7	132.8
September	137.9	130.4	130.9	127.7	132.9	126.6	133.4
December	138.4	130.5	131.2	127.8	133.5	126.9	133.7

(a) See paragraph 10, page 4; excludes rural; mining and quarrying; and building and construction. (b) See NOTE at foot of page 4.



## II. BASIC WAGE RATES

Basic wage rates are determined by Commonwealth or State industrial authorities. The basic wage is that part of the minimum wage to which are added any margins for skill, loadings, etc. It is determined without regard to any circumstance pertaining to the occupation or industry of an employee.

### 1. Commonwealth Basic Wages

The Commonwealth Conciliation and Arbitration Commission may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage or the principles upon which it is computed. In practice, the Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction. After the 1961 Basic Wage Inquiry the Commission decided that Commonwealth basic wages should in future be adjusted annually in accordance with movements in the Consumer Price Index for the six capital cities (weighted average), unless the Commission was persuaded to the contrary by those opposing the change, and that a review of the economy generally and in particular of productivity increases would take place every three or four years.

### 2. State Basic Wages

In New South Wales the basic wage is automatically adjusted each quarter in accordance with variations in the Consumer Price Index. State basic wages are not declared in Victoria and Tasmania, but Wages Boards, which determine minimum rates to be paid in various industry groups or callings, now generally adopt Commonwealth rates. In Queensland the industrial authority may declare a basic wage only after a full inquiry. In South Australia the rates have been the same as Commonwealth rates since 1950. The industrial authority in Western Australia determines the basic wage each quarter after considering retail price index numbers.

For further information reference should be made to the Labour Report, in which the history of basic wage fixation in Australia is dealt with at some length. For tables showing Commonwealth and State basic wage rates for a long period of years see the Appendix to Labour Report No. 49, 1961.

TABLE 11. - COMMONWEALTH BASIC WAGES : WEEKLY RATES (a)

Date	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Six Capitals
ADULT MALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1950 - December	165 0	162 0	154 0	158 0	160 0	160 0	162 0
1951 - November	207 0	199 0	185 0	195 0	197 0	199 0	200 0
1952 - November	237 0	228 0	216 0	229 0	228 0	230 0	231 0
1953 - August	243 0	235 0	218 0	231 0	236 0	242 0	236 0
1956 - June	253 0	245 0	228 0	241 0	246 0	252 0	246 0
1957 - 15th May	263 0	255 0	238 0	251 0	256 0	262 0	256 0
1958 - 21st May	268 0	260 0	243 0	256 0	261 0	267 0	261 0
1959 - 11th June	283 0	275 0	258 0	271 0	276 0	282 0	276 0
1961 - 7th July	295 0	287 0	270 0	283 0	288 0	294 0	288 0
ADULT FEMALES							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1950 - December	123 6	121 6	115 6	118 6	120 0	120 0	121 6
1951 - November	155 0	149 0	138 6	146 0	147 6	149 0	150 0
1952 - November	177 6	171 0	162 0	171 6	171 0	172 6	173 0
1953 - August	182 0	176 0	163 6	173 0	177 0	181 6	177 0
1956 - June	189 6	183 6	171 0	180 6	184 6	189 0	184 6
1957 - 15th May	197 0	191 0	178 6	188 0	192 0	196 6	192 0
1958 - 21st May	201 0	195 0	182 0	192 0	195 6	200 0	195 6
1959 - 11th June	212 0	206 0	193 6	203 0	207 0	211 6	207 0
1961 - 7th July	221 0	215 0	202 6	212 0	216 0	220 6	216 0

(a) See explanatory notes above. Rates are operative from the beginning of the first pay-period commencing in the month shown or commencing on or after the date shown. Automatic quarterly adjustment in accordance with variations in retail price index numbers was discontinued on 12th September, 1953.

TABLE 12. - STATE BASIC WAGES (a) : WEEKLY RATES

Date	Sydney (b)	Melbourne (c)	Brisbane (d)	Adelaide	Perth	Hobart
ADULT MALES						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December - 1950	165 0	162 0	154 0	158 0	166 6	160 0
1951	207 0	199 0	185 0	195 0	205 8	199 0
1952	237 0	228 0	216 0	229 0	238 6	230 0
1953	243 0	237 0	222 0	231 0	246 6	242 0
1954	243 0	234 0	225 0	231 0	246 6	242 0
1955	253 0	246 0	229 0	231 0	252 5	242 0
1956	274 0	263 0	241 0	241 0	265 2	272 0
1957	270 0	263 0	241 0	251 0	272 9	272 0
1958	273 0	263 0	256 0	256 0	273 5	272 0
1959	279 0	275 0	267 0	271 0	281 6	282 0
1960	294 0	275 0	276 0	271 0	294 7	282 0
1961 - September	302 0	287 0	284 0	283 0	300 6	294 0
December	301 0	287 0	284 0	283 0	298 9	294 0
1962 - March	300 0	287 0	284 0	283 0	298 9	294 0
June	300 0	287 0	284 0	283 0	298 9	294 0
September	299 0	287 0	284 0	283 0	298 9	294 0
December	300 0	287 0	284 0	283 0	298 9	294 0
1963 - March	301 0	287 0	284 0	283 0	298 9	294 0
June	302 0	287 0	286 0	283 0	300 3	294 0
September	303 0	287 0	286 0	283 0	301 6	294 0
December	(e) 303 0	(f) 287 0	(h) 286 0	(i) 283 0	(i) 301 6	(j) 294 0
ADULT FEMALES						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
December - 1950	123 6	121 6	102 6	118 6	94 1	120 0
1951	155 0	149 0	123 0	146 0	133 8	149 0
1952	177 6	171 0	144 6	171 6	155 0	172 6
1953	182 0	177 6	149 0	173 0	160 3	181 6
1954	182 0	175 6	151 0	173 0	160 3	181 6
1955	189 6	184 6	154 0	173 0	164 1	181 6
1956	205 6	197 0	162 6	180 6	172 4	204 0
1957	202 6	197 0	162 6	188 0	177 3	204 0
1958	204 6	197 0	173 6	192 0	177 9	204 0
1959	209 0	206 0	182 0	203 0	183 0	211 6
1960	220 6	206 0	191 0	203 0	220 11	211 6
1961 - September	226 6	215 0	213 0	212 0	225 5	220 6
December	226 0	215 0	213 0	212 0	224 1	220 6
1962 - March	225 0	215 0	213 0	212 0	224 1	220 6
June	225 0	215 0	213 0	212 0	224 1	220 6
September	224 6	215 0	213 0	212 0	224 1	220 6
December	225 0	215 0	213 0	212 0	224 1	220 6
1963 - March	226 0	215 0	213 0	212 0	224 1	220 6
June	226 6	215 0	214 6	212 0	225 2	220 6
September	227 6	215 0	214 6	212 0	226 1	220 6
December	(e) 227 6	(f) 215 0	(g) 214 6	(h) 212 0	(i) 226 1	(j) 220 6

(a) See explanatory notes on previous page. (b) Automatic quarterly adjustments operative. (c) Automatic adjustments were discontinued on 17th October, 1956. (d) To March, 1961, the State industrial tribunal determined the basic wage each quarter after considering retail price index numbers. Rates now declared only after a full inquiry. (e) Payable from first pay period in August, 1963. (f) During July and August, 1961, Wages Boards adopted Commonwealth rates. (g) Payable from 6th May, 1963. (h) Operative since 10th July, 1961. (i) Payable from 29th July, 1963. (j) Most Wages Boards adopted Commonwealth rates from July, 1961.

### III. AVERAGE WEEKLY EARNINGS

The figures in this section are derived from particulars of employment and of wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. Pay of members of the defence forces is not included.

Particulars of wages and salaries paid are not available for males and females separately from the sources mentioned above; average weekly earnings have therefore been calculated in terms of male units. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. As it was not possible to estimate the ratio of male to female earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures shown.

For a number of reasons average weekly earnings per employed male unit cannot be compared with the minimum weekly wage rates shown in Tables 1 - 4. The figures in Tables 1 - 4 are weighted average minimum (award) rates payable to adult male wage earners in non-rural industry for a full week's work, at the end of each month or year. Those in Table 13 represent actual average weekly earnings for all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.

A table showing average weekly earnings per employed male unit for Australia for each quarter from September quarter, 1947 to June quarter, 1954 was published in the October, 1963 issue of this bulletin.

The series showing seasonally adjusted quarterly indexes of average earnings have been omitted from this issue, pending revision.

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TABLE 13. - AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)

(£ )

Period	N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Australia
1954-55	17.69	17.65	15.59	16.89	16.15	16.60	17.17
1955-56	18.97	18.91	16.48	17.93	16.94	17.79	18.34
1956-57	19.95	19.81	17.42	18.34	17.51	18.85	19.21
1957-58	20.48	20.34	17.86	18.84	18.11	19.07	19.73
1958-59	21.14	20.98	18.62	19.29	18.31	19.56	20.34
1959-60	22.83	22.74	19.71	20.91	19.61	20.96	21.93
1960-61	24.06	23.58	20.79	21.68	20.77	21.66	22.98
1961-62	24.55	24.26	21.61	22.37	21.51	22.64	23.62
1962-63	25.08	25.05	22.18	22.91	22.12	22.95	24.23
1960 - March      Quarter	21.83	21.97	18.90	20.38	18.87	20.34	21.10
June        "	23.90	23.65	20.04	21.52	20.26	22.24	22.80
September    "	23.68	23.51	20.83	21.66	20.75	20.96	22.78
December    "	25.18	24.69	21.67	22.40	21.29	22.10	23.97
1961 - March        "	22.88	22.54	19.56	20.99	19.75	21.23	21.92
June        "	24.50	23.60	21.10	21.66	21.30	22.35	23.25
September    "	23.98	23.84	21.60	22.02	21.31	21.51	23.19
December    "	25.64	25.10	22.46	22.90	21.97	22.90	24.49
1962 - March        "	23.35	23.42	20.49	21.72	20.86	22.26	22.65
June        "	25.22	24.69	21.88	22.85	21.87	23.88	24.15
September    "	24.47	24.45	22.17	22.69	22.04	22.44	23.77
December    "	26.23	25.65	23.25	23.69	22.66	22.93	25.10
1963 - March        "	23.86	24.17	20.92	22.27	21.28	22.25	23.20
June        "	25.74	25.92	22.38	23.00	22.50	24.15	24.83
September    "	25.33	25.49	22.77	23.35	23.28	23.24	24.65

(a) Includes, in addition to wages at award rates, earnings of salaried employees, over-time earnings, over-award and bonus payments, etc. See explanatory notes on previous page. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

NOTE:- Comparisons as to trend should be made for complete years or corresponding periods of incomplete years. Quarterly figures are affected by seasonal influences.

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COMMONWEALTH STATISTICIAN

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, A.C.T.

8th APRIL, 1964.

NOTE:- Inquiries concerning these statistics may be made in Canberra by telephoning 41971, Extension 7 or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.

